

Wednesday, September 21, 2005 (8:30 - 5:00)

8:00–8:30	Registration		
8:30–8:45	Welcome & Opening		
8:45–10:30	<u>KEYNOTE: Emerging Systems for Managing Workplace Conflict</u> (David Lipsky) As co-author of a book by the same name, in his Keynote Dr. Lipsky will discuss the systems organizations have developed to manage common and costly workplace conflicts involving supervisor-employee relationships; race, age, and gender discrimination complaints; sexual harassment; occupational safety and health; reasonable accommodation of the disabled; and wrongful termination as well as other problems stemming from governmental regulations and court actions. The session will focus on useful approaches for the application of the most up-to-date systems of organizational conflict resolution that have been instituted in response to ongoing destructive conflict, expensive litigation, and crippling settlements, and show how different approaches can work in specific situations to save time and money.		
10:30–10:45	Break		
10:45–12:15	<u>When Generations Collide in the Workplace – Part 1</u> (Kimberly Beg & Eileen Hoffman, FMCS) Part One will describe the general traits, working styles, and values of the four generations (Veterans, Baby Boomers, Generation X, and Millennials) who work together and sometimes collide in the workplace. The session will highlight why individuals identify with a certain generation and also why those groups clash over issues like promotions, alternative work schedules, training, etc. This interactive session will encourage self-reflection and feature ways to handle generational differences in the workplace, in families, and other organizational settings.		
12:30–1:30	Lunch (provided) Guest Speaker Dr. Paul Polzin: <u>"Montana Economic Outlook"</u>		
1:30–3:00	CONCURRENT SESSIONS		
Clark Fork	<u>Fundamentals of the Act</u>	<u>Public—BOPA</u> (John Andrew)	<u>Private—NLRB</u> (Richard Ahearn)
	followed by		
	<u>Panel: BOPA & NLRB standards</u> (Jack Holstrom, Steve Johnson, Joe Dwyer, John Andrew & Richard Ahearn) A general overview of the federal and state Collective Bargaining Acts, with representatives from the National Labor Relations Board and the Board of Personnel Appeals.		
Grant Creek	<u>When Generations Collide in the Workplace – Part 2</u> (Kimberly Beg & Eileen Hoffman, FMCS) This workshop will take the information gleaned in the Part One and focus on specific issues (e.g. reward systems, balance between family and work, salary and recruitment issues). It will provide the participants with an opportunity to develop skills with which they can better handle generation clashes when they present themselves. This highly interactive workshop will require parties to engage, discuss, and share experiences of their own. Best practices will be highlighted as well. You will be part of a lively and provocative discussion, with audience participation.		
3:00–3:15	Break		
3:15–5:00	CONCURRENT SESSIONS		
Grant Creek	<u>Fundamentals of Arbitration</u> (David Stiteler & Kathryn Whalen) A general overview of the elements of the arbitration process, including preparing the evidence, opening statements, presentation of the case, and closing statements or briefs. The review of key elements will be followed by interactive discussions of important contract interpretation and just cause principles, with illustrative case examples.		
Clark Fork	<u>Past Practices Revisited</u> (Jeff Minckler & Joe Dwyer) The elements of a Past Practice are well established, but the complications come in applying the doctrine. Does it apply when the practice affects a benefit, as opposed to a working condition? How much of a change in business operations is needed before the practice becomes unenforceable? What type of notice is required? These questions and more will be discussed and attempt to be answered.		
5:00	Adjourn		
No Host bar	5:30, Picnic area		
Evening Meal	6:00, Picnic area, ticket required for attendee and guest		